

<p style="text-align: center;">Human Resources & Training/PIER Workgroup EMSSTAR Workgroup – Meeting Notes</p>
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June 23rd, 2005, 1:00 – 3:00 pm
Maine Emergency Medical Services Office
500 Civic Center Drive
Augusta, Maine

Present:

Kevin Marston, EMT-P, Wells EMS/PACE
Brian Mullis, EMT-P, Mayo Ambulance
Bill Zito, Mid Coast EMS
Dan Palladino, EMT-P, Delta Ambulance, Wtvl
Carol Pillsbury, EMT-P, Northstar Ambulance
Chief Daniel Moore, Wells Fire Department
Jonathan Ward, EMT-P, St. George Fire – EMS
Diane Delano, Poland, ME
Charlie Mock, EMT-P, Turner, ME
Dwight Corning, EMT-P, Maine EMS
Paul Marcolini, EMT –P Tri-County

Not Present:

Susan Dupler, RN, Waldo County Hospital
Steve Leach, RN, EMT-P, Mid Coast EMS
Beth Collamore, MD, Aroostook EMS
Cathy Case, RN, LifeFlight of Maine
Skip Stewart-Dore, SMCC
Chief Bill St. Michel, Durham FD
Holly Scribner, Cushing Rescue
Sue Hludik, Wells EMS

1. Review/Approval of Notes from 6/9 meeting

- a. Group agreed to move from meeting 2 times per month for 2 hours in length to 1 time per month for 3 hours in length. Meetings would be scheduled for the first Thurs of every month from 1-4 with the next meeting being July 7th followed by August 4th, Sept. 1st, Oct. 6th, and Nov. 3rd
- b. Group agreed that this is a small enough group that they should be able to leave the meeting in agreement without a defined consensus model.
- c. Group agreed to approve the notes and housekeeping changes above.

2. Discuss the Standards and Status of the HR and Training and PIER sections. Do they make sense? Do they mean the same to everyone? Did EMSSTAR get it right? Prioritize.

a. Standard and Status 4.3

i. Standard

1. Group agreed that the 4.3.1 Standard is an accurate description of the current status of the EMS Human Resources and Training situation considering the state has already adopted this as the standard.

- ii. The standard is appropriate and necessary, however, many rural agencies, in reality, cannot comply with the standard financially.

iii. Status

1. Group agreed 4.3.2 Status to be, overall, an accurate status of the situation; however, many feel that the group would need data to completely agree.

2. **Current Status:** *“The human resources component of the Maine EMS system is complex and constantly changing. Larger municipalities typically rely on career EMS personnel to deliver services, with smaller jurisdictions utilizing combinations of career and volunteer personnel or paid-per-call personnel, while more rural areas are served primarily by volunteers. The system as a whole has been enjoying an increase in the number of provider personnel and a greater number of advanced life support services, attributed to the recent increased availability of advanced life support training programs.”*

- a. Group felt that some statements **may** not be completely accurate for the entire state system (i.e. specific areas).

3. **Current Status:** *“There has been no organized assessment of current personnel need nor is there a comprehensive plan to meet those needs. Recruitment of personnel appears to be solely a local responsibility, as does the identification of the need for particular training programs.”*

- a. Group agreed it is harder and harder to recruit EMS personnel
 - b. There was a disagreement that this statement is not solely a local responsibility. System recruitment of personnel varies from region to region.

- 4. **Current Status:** *“State regulations require that the person attending the patient in an ambulance be trained at least to the EMT-Basic level, and standardized curricula for the training of EMS personnel across the state are utilized, most of which are consistent with National Standard Curricula. There is no statewide standard for the training of dispatchers who handle EMS calls.”*
 - a. This Statement could be read two different ways due to the difference between the 4 different levels of training. The Intermediate level is very different from the National Standard Curricula, which is otherwise consistent throughout the state. Across the state, all training levels do meet the National Standard Curricula minimums.

- 5. **Current Status:** *“Instructor/Coordinators are credentialed in accordance with state rules. At the present time, credentialed instructors wishing to offer pre-service or in-service EMS education must make application for approval to the regional council serving the area in which the course will be offered. Approval may require payment of a fee, or may require the payment of an organizational assessment to the regional council. These fees and approval requirements are inconsistent across the several regions. Requirements for approval of EMS training courses, logistical requirements, and costs for course approval vary widely from region to region.”*
 - a. Group suggested moving the first sentence to #10. Then, take “credentialed instructor” out and change “pre-service or in-service” to “continued education”. Strike last sentence.
 - b. Group would like the status to read: *“At the present time, those wishing to offer continued EMS education must make application for approval to the regional council serving the area in which the*

course will be offered. Approval may require payment of a fee, or may require the payment of an organizational assessment to the regional council. These fees and approval requirements are inconsistent across the several regions.”

- 6. Current Status:** *“Providers report limited availability of paramedic training programs, as well as access requirements that impede the ability of agencies to recruit and train sufficient personnel. They also report wide variations in the availability of, access to, and cost of EMS courses within and between regions. The level of medical director or physician involvement in EMS education is unclear, and opportunities for clinical training of EMS providers are limited due to low call volumes and other hospital-based training programs.”*

- a.** Statements are true, but word “impede” is confusing to the group as to what it really means. Group agreed that statement is generally true, specifically the second part.

- 7. Current Status:** *“After completion of a pre-service educational program, the student will participate in written and practical examinations administered by the regional council. National Registry examinations are used at the First Responder and EMT-Basic level, while EMT-Intermediate and EMT-Paramedics are examined using state-developed tests. Certification test results are evaluated within and across regions.”*

- a.** Group would suggested taking out “will” and change to “may.” Change “certification” to “licensure”. Statement is unclear. Strike last sentence from statement.
- b.** Group would like status to read: *“After completion of a pre-service educational program, the student may participate in written and practical examinations administered by the regional council. National Registry examinations are used at the First Responder and EMT-Basic level, while EMT-Intermediate and EMT-Paramedics are examined using state-developed tests. Licensure test results are evaluated within and across regions.”*

8. Current Status: *“Inter-state reciprocity options exist at all levels. The state provides recognition based on National Registry and other state’s credentials or by individual evaluation of applicants who are not nationally registered.”*

a. Strike “who are not nationally registered” from statement

b. Group would like status to read: *“Inter-state reciprocity options exist at all levels. The state provides recognition based on National Registry and other state’s credentials or by individual evaluation of applicants.”*

9. Current Status: *“The state EMS agency has specific policies and procedures for credentialing of personnel. However, procedures have not been uniformly defined so that they are applied consistently at the regional level.”*

a. Group agrees to refer the definition of “credentialing” to the policy group. Otherwise they agreed this is a true statement.

10. Current Status: *“There are no baccalaureate level programs in EMS, and associate level programs are only sporadically available. Providers and regional representatives indicate that the state system and institutions of higher education are not significantly involved in the delivery of EMS education.”*

a. Group agreed statement is true. Group suggested adding “in EMS in Maine” and “limited” vs sporadically.

b. Group would like status to read: *“There are no baccalaureate level programs in EMS (in Maine), and associate level programs are limited. Providers and regional representatives indicate that the state system and institutions of higher education are not significantly involved in the delivery of EMS education.”*

11. Current Status: *“Regardless of the nature of the academic preparation or setting of a proposed educational program, the instructor/coordinator must apply for approval of each individual course, and pay fees to the regional council even though no value is added by this process. These requirements would remain even for academic institutions accredited by regional collegiate accrediting bodies and national EMS accrediting agencies. There is no system of institutional or organizational accreditation for on-going delivery of pre-service or continuing education programs. Larger agencies with designated training staff that are able to meet internal training needs using their own resources object to paying dues or fees to regions to support programs and services that they do not need.”*

- a. Group suggested changing “may pay fees to the regional council.” “even though in some cases no value is added...”
- b. Group would like status to read: *“Regardless of the nature of the academic preparation or setting of a proposed educational program, the instructor/coordinator must apply for approval of each individual course, and may pay fees to the regional council even though, in some cases, no value is added by this process. These requirements would remain even for academic institutions accredited by regional collegiate accrediting bodies and national EMS accrediting agencies. There is no system of institutional or organizational accreditation for on-going delivery of pre-service or continuing education programs. Larger agencies with designated training staff that are able to meet internal training needs using their own resources object to paying dues or fees to regions to support programs and services that they do not need.”*

12. As a prelude to discussion purposes change regional office for regional council. Research to be done and changed for the entire document to be distributed to the all 4 workgroups.

3. Next Meeting - Next meeting date: July 7th from 1 - 4 pm